

7 October 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence
FROM: Director, DCI/DDCI Executive Staff
SUBJECT: Director, OEE0

1. Attached is a list of GS-15 to SIS-02 women in CIA. I have consulted with McMahon, Fitzwater, Briggs and Stein (in as much as 98 percent of the women come from their organizations), and they have marked on the list the names of those who would be especially good at the job. The key as to who made what marks is at the top of the list. Five women stand out:

STAT -- [] (strongly recommended by McMahon and Stein)
STAT -- [] (recommended by McMahon, Briggs and Gates)
STAT -- [] (strongly recommended by Stein, McMahon and Briggs)
STAT -- [] (recommended by Briggs, Fitzwater, McMahon and Gates)
STAT -- [] (recommended by Briggs, Fitzwater, McMahon and Gates)

2. I believe Jim Glerum is also putting together recommendations for you on this position, and I am giving him a copy of this memorandum. Two considerations seem widely shared by those of us who have reviewed the list. First, you or the DCI probably will have to severely twist arms in order to persuade a really good woman to take this job because of their reluctance to move out of the line having attained their present rank and because of perceptions of the EEO office. Second, it would be counterproductive to take a really strong woman out of a job where she is performing superbly to fill the EEO job if such a move would derail her career.

Robert M. Gates

Attachment

cc: D/OP